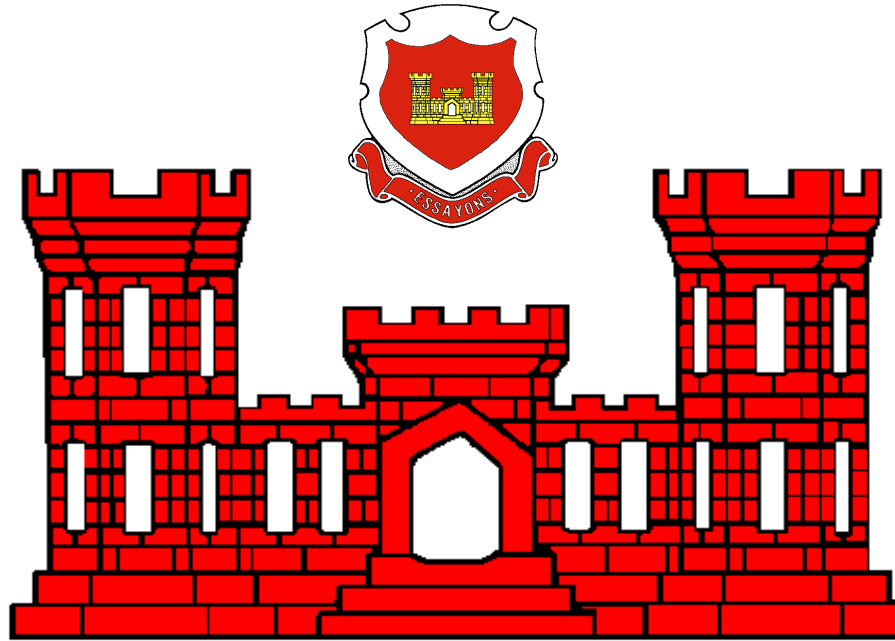


PROPONENT GUIDANCE FOR THE U.S. ARMY ENGINEER REGIMENT



**CENTRALIZED SELECTION BOARD FOR FY 07
SERGEANT FIRST CLASS**



CMF 21

QUICK REFERENCE GUIDE

KEY LEADERSHIP LEADER	<u>21B</u> SQUAD LEADER	<u>21C</u> SECTION LEADER	<u>21D</u> DIVING SUPERVISOR	<u>21H</u> CONST. SQUAD
LEADER	SECTION LEADER	SR. BOAT OPERATOR		CONST. SECTION
NCOES	BNCOC	BNCOC	ARMY BNCOC PHASE I NAVY DIVER 1 ST CLS CRS	BNCOC
KEY LEADERSHIP	<u>21L</u> SQUAD LEADER	<u>21M</u> STATION CHIEF	<u>21N</u> SECTION SERGEANT	<u>21P</u> SR. PWR. PLANT OPR.
NCOES	SECTION LEADER			
	BNCOC	FIRE INSP. 1 & 2 FIRE OFFICER 2	BNCOC	BNCOC
KEY LEADERSHIP OPS SUPERVISOR	<u>21S</u> SQUAD LEADER	<u>21T</u> TECH ENGINEERING NCO	<u>21U</u>	<u>21V</u>
NCOES	SECTION LEADER		SQUAD LEADER	PAVING
	BNCOC	BNCOC	SECTION LEADER	
				BNCOC (21V Soldiers attend 21N BNCOC)

- Listed are the key leadership positions for each engineer MOS. For example, the Technical Engineering NCO duty position for a 21T is equivalent to a 21B Squad Leader.



ENGINEER REGIMENT MISSION

US Army Engineer Regiment provides Land Component Commanders with the joint engineer capabilities required to assure the mobility of the force and achieve victory in any military operation.



GWOT SUPPORT

- **Due to the nature of EN assignments, not all Soldiers will deploy in support of the Global War On Terror (GWOT).**
- **Soldiers deployed should not be looked upon more favorably than those who have not deployed.**
- **Some EN Soldiers will be assigned to rapidly deployable units called Fest A and Fest M teams. These teams are critical to EN missions throughout theater.**
- **HRC selects several Engineer Soldiers to serve as members of the Coalition Military Transition Team. These Soldiers execute the Coalition's mission with the highest expectations, the greatest visibility and the most responsibility.**
- **Select 21B Soldiers are hand picked to be Engineer Dog Handlers. These Soldiers demonstrate an ability to work independently and exercise a level of individual responsibility that is asked of no other Soldiers within the Regiment.**

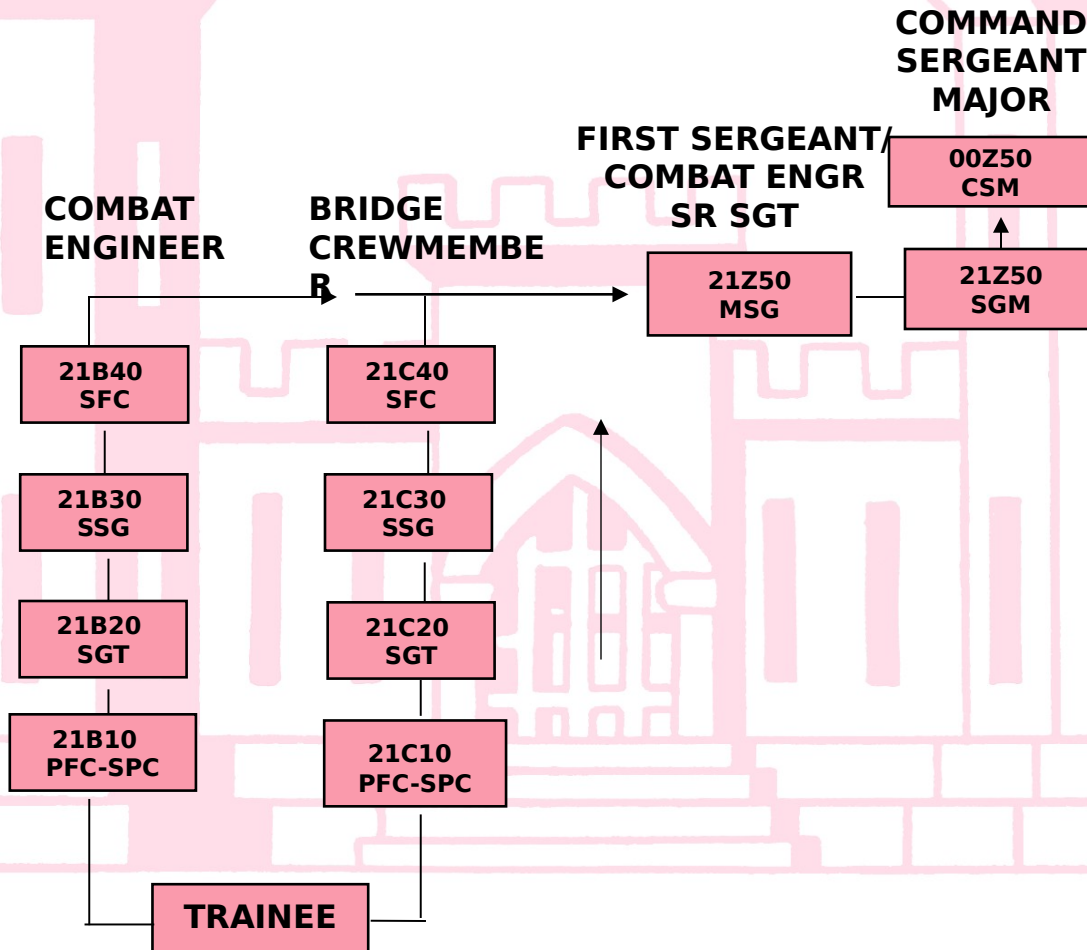


CMF 21 COMBAT ENGINEERING CHARACTERISTICS

- **Contains 3 MOSs - 21B (Combat Engineer), 21C (Bridge Crewman), and 21Z (Combat Engineer Senior Sergeant)**
- **MOS 21B Soldiers supervise mine warfare, demolitions, and combat construction operations**
- **MOS 21C Soldiers plan and supervise the construction of float and fixed bridges**
- **21B and 21C merge at the Master Sergeant level into 21Z**
- **Great opportunities for key leadership positions- Squad Leader, Section Leader, Senior Boat Operator, Platoon Sergeant, First Sergeant, Course Chief-ANCOC, BNCOC, WLC, and Drill Sergeant School**
- **Wide variety of assignments- Engineer Dog Handler, Drill Sergeant, Observer Controller, Sapper Leader Course Instructor/Writer, Small Group Leader, AC/RC, TAC NCO, EO Advisor, Career Manager, and Military Science Instructor, Bde and Div Engineer NCOIC**



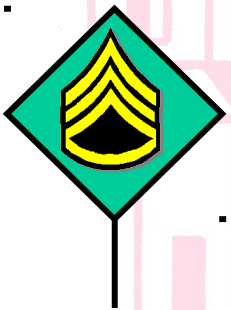
COMBAT ENGINEERING CAREER PROGRESSION CHART





COMBAT ENGINEER

TYPICAL CAREER PATTERNS



LEADERSHIP

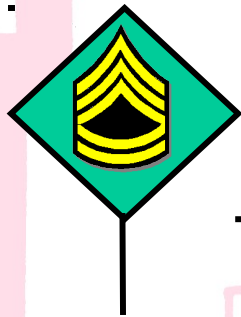
Sqd Ldr
Sect Ldr
Sr Boat Opr

STAFF

Construction
Foreman
Opns Sgt
Bridge Inspector
Recon Sgt

**PROPONENT/ARMY-
WIDE
CHALLENGING
POSITIONS**

AC/RC
Enlisted Advisor
Instr/Writer
Combat/Tng
Developer
Recruiter
Drill Sgt



LEADERSHIP

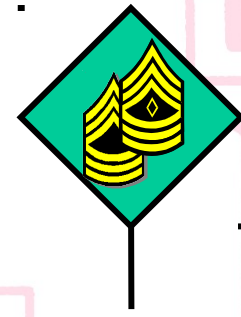
PSG
Detachment Sgt

STAFF

Opns Sgt
Intel Sgt
Bn Master Gunner

**PROPONENT/ARMY-
WIDE CHALLENGING
POSITIONS**

O/C
Platoon Trainer
Instr/Writer
Combat/Tng Developer
EO Advisor
Drill Sgt
Career Manager
SGL



LEADERSHIP

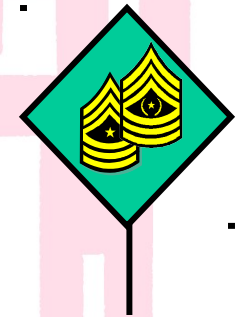
1SG
Course Chief, NCOES
Chief, Drill Sgt Sch

STAFF

Opns Sgt

**PROPONENT/ARMY-
WIDE CHALLENGING
POSITIONS**

SR Military Science
Inst
SR Eng Company O/C
SR Eng NCO
EO Advisor
SR Career Manager
SR Career Advisor



LEADERSHIP

BN CSM
BDE CSM
REGT CSM

STAFF

Opns SGM
Chief Eng NCO
Proponency

SGM
DIR SGM
(USAES)

COMBAT ENGINEERING CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: COMBAT ENGINEERING

YEARS OF SVC	7-9	10-15	16-19	20-30
RANK	STAFF SERGEANT	SERGEANT FIRST CLASS	FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER DRILL SERGEANT SECTION LEADER RECON SGT SR BOAT OPERATOR	PLATOON SERGEANT DETACHMENT SERGEANT INTEL SERGEANT OPERATIONS SERGEANT	FIRST SERGEANT OPERATIONS SERGEANT ASST DIV ENGINEER SR MILITARY SCIENCE INSTRUCTOR	SGM CSM
INSTITUTIONAL TRAINING	BNCOC	ANCOC		SMC/CSMC
RECOMMENDED NCOES-RELATED COURSES	<u>PRIOR TO BNCOC</u> English Composition, Personnel Supervision, Behavioral Science, Math, Stress Management	<u>PRIOR TO ANCOC</u> Principles of Management, Behavior Information, Systems Mgt, Technical Writing	<u>PRIOR TO SMC</u>	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUNCTIONAL COURSES	BATTLE STAFF NCO COURSE			
	Sapper School, EOCA, UMBC	1SG COURSE		
RECOMMENDED CMF- RELATED COURSE AND ACITIVITIES	Course in Demolition Operations, General and Construction Engineering, Principles of Instruction, Structural Theory/Analysis, Quality Control, Comp Tech in Bldg Tech	Continue Courses in Construction Engineering Engineer Management System Analysis Counseling Leadership Management Organizational Management		Courses in Leadership/Mgt Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN: Carpentry, Electrical, Plumbing, Structural Steel, Construction Equipment Operation			
	By 10-14 Year of Service		By 15-18 Year of Service	
	AA/AS in: Engineering Technology; General Studies		BA/BS in: Engineering Management; Business Management; Construction Management	



MOS 21B COMBAT ENGINEER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major Duties. Combat engineers supervise, or serve, as a member of a team, squad, section, platoon, company; They are engaged in providing mobility, counter-mobility and survivability support to combat forces; Perform duties in all skill levels; Supervise junior grade Soldiers and provides technical guidance to the Soldiers in the accomplishment of their duties; Assign tasks to subordinate elements and personnel; Account for Soldiers, materiel, and equipment; Supervise mine warfare, demolitions and combat construction operations; Calculate logistical requirements for minefields, bunkers, shelters, obstacles, and wire entanglements; Enforce safety standards, field sanitation, communication procedures, security, and job specifications; Provide support for construction and tactical movements; Supervise platoon reconnaissance missions and determines the Rapid Field classification of fixed bridges; Direct employment of the Wolverine, Armored Vehicle Launched Bridge (AVLB) and the Armored Combat Earthmover (ACE) in support of maneuver forces.

8P COMPETITIVE PARACHUTIST **8** EXPLOSIVE ORDNANCE CLEARING

▪ **SGT - SFC**

AGENT

P5 MASTER FITNESS TRAINER **D3** BRADLEY FIGHTING

▪ **SSG - SGM**

VEHICLE

OPERATION & MAINT.

2S BATTLE STAFF OPERATIONS **J3** BIFV SYSTEM MASTER

▪ **SSG - SGM**

▪ **PVT - SSG**

GUNNER

B6 CBT EN HEAVY TRACK

▪ **PVT - SSG**

2B AIR ASSAULT

▪ **PVT - SGM**

K9 CBT EN MINE DETECTION

DOG HANDLER

▪ **PVT - SFC**

2C JAVELIN GUNNER

▪ **PVT - SSG**

5 JUMPMaster

W ▪ **SGT - SGM**



MOS 21B COMBAT ENGINEER

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

SQUAD LEADER

SECTION LEADER

PROPONENT/ARMY-WIDE

CHALLENGING POSITIONS

SAPPER SCHOOL INSTRUCTOR

NCOES SMALL GROUP LEADER

OBSERVER CONTROLLER / TRAINER

DRILL SERGEANT

RECRUITER

CAREER ENHANCEMENT

INSTRUCTOR/WRITER

OPERATIONS SERGEANT

INTELLIGENCE SERGEANT

COMBAT DEVELOPMENT NCO

TRAINING DEVELOPER/WRITER

AC/RC



MOS 21B COMBAT ENGINEER

MILITARY / CIVILIAN

EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity Course
- Master Fitness Trainer
- BIFV System Master Gunner
- Drill Sergeant
- Recruiter
- Explosive Ordnance Clearance Agent
- Urban Mobility Breacher Course
- Route Recon Clearance Course (R2C2)
- Search Course
- Specialized Search Dog Handler
- Mine Detection Dog Handler

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



21B ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA)
(TOE)

4 / 414 (>1%)
878 (78.4%)

LEADERSHIP AUTH

689 /

LEADERSHIP

SQUAD LEADER / SECTION LEADER 693

TOTAL 693



MOS 21C BRIDGE CREWMEMBER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

(ASD)

Major duties. Bridge crewmembers supervise or serve as a member of a squad, section or platoon; Provide conventional and powered bridge and rafting support for wet and dry gap crossing operations; Perform duties in all skill levels; Supervise junior enlisted Soldiers and provide technical guidance in the accomplishment of their mission; Enforce safety standards, field sanitation, communication procedures, and security; Determine logistical requirements for military fixed and float bridges; Determine anchorage requirements for fixed and float bridges; Calculate area requirements for airlift operations; Inspect fixed and float bridges; Determine requirements for float bridge protective devices; Supervise mine clearing and demolition missions; Determine logistical requirements for bunkers and supervise the construction of a defensive perimeter; Conduct platoon reconnaissance missions and calculate the Rapid Field Classification of fixed bridges; Coordinate passage of lines.

P5 MASTER FITNESS TRAINER

▪ SSG - SGM

2B AIR ASSAULT

▪ PVT - SGM

8P COMPETITIVE
PARACHUTIST

▪ SGT - SFC

2S BATTLE STAFF OPERATIONS

▪ SSG - SGM

5 JUMPMASTER

W ▪ SGT - SGM



MOS 21C BRIDGE CREWMEMBER

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

SECTION LEADER
SR. BOAT OPERATOR

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

NCOES SMALL GROUP LEADER
OBSERVER CONTROLLER/TRAINER
DRILL SERGEANT
RECRUITER

CAREER ENHANCEMENT

INSTRUCTOR/WRITER
TRAINING DEVELOPER/WRITER
TRAINING MANAGEMENT NCO
OPERATIONS SERGEANT
COMBAT DEVELOPER NCO
COMPANY TAC NCO
TNG SYSTEMS/EVALUATIONS NCO
PLATOON TRAINER
AC/RC



MOS 21C BRIDGE CREWMEMBER MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Air Assault
- Instructor Training Course
- Equal Opportunity Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

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- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1C ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA

8 / 69 (11.5%)

LEADERSHIP AUTHS/TOE

60 / 75 (80%)

KEY LEADERSHIP

SECTION LEADER

38

SR. BOAT OPERATOR

30

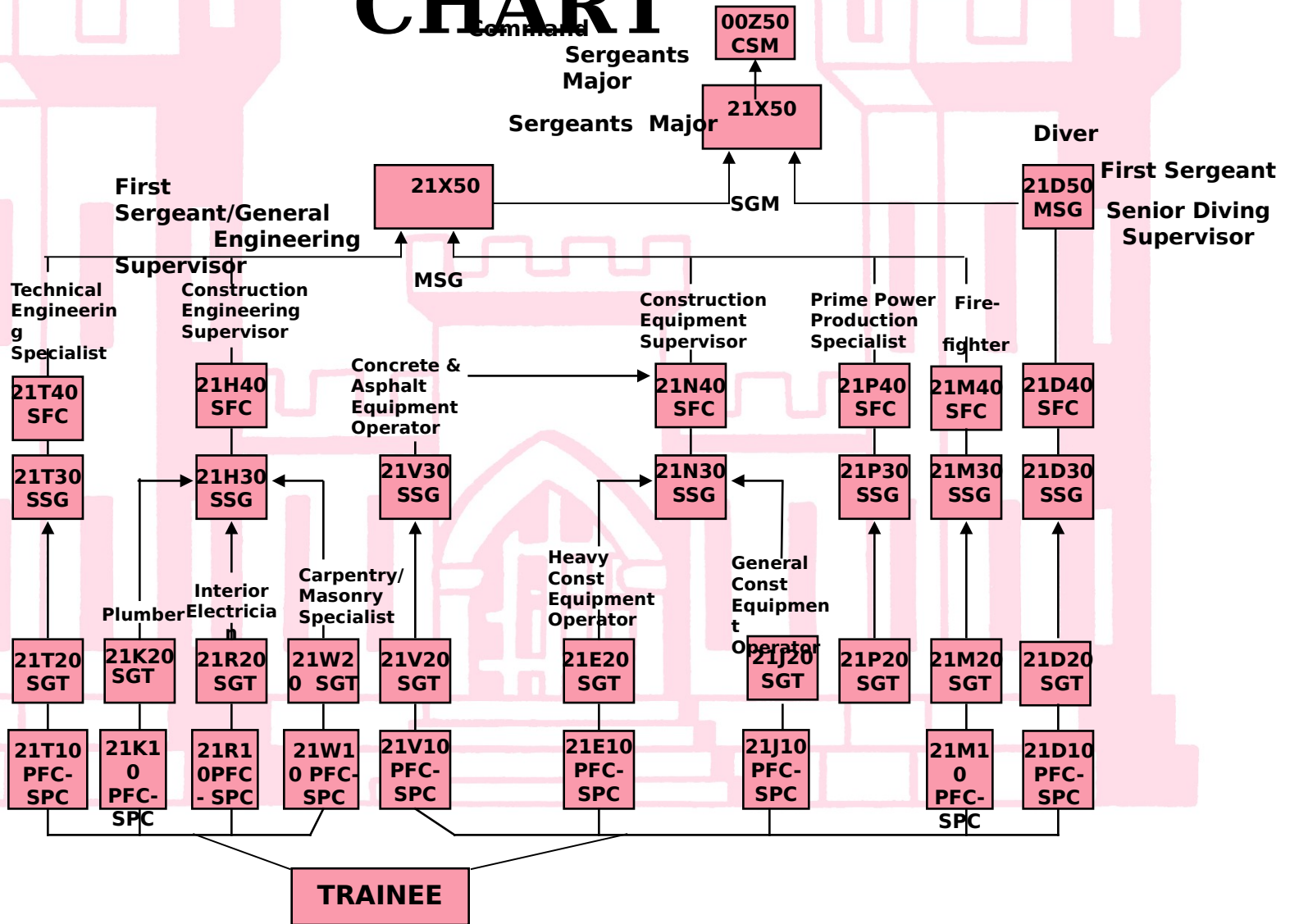
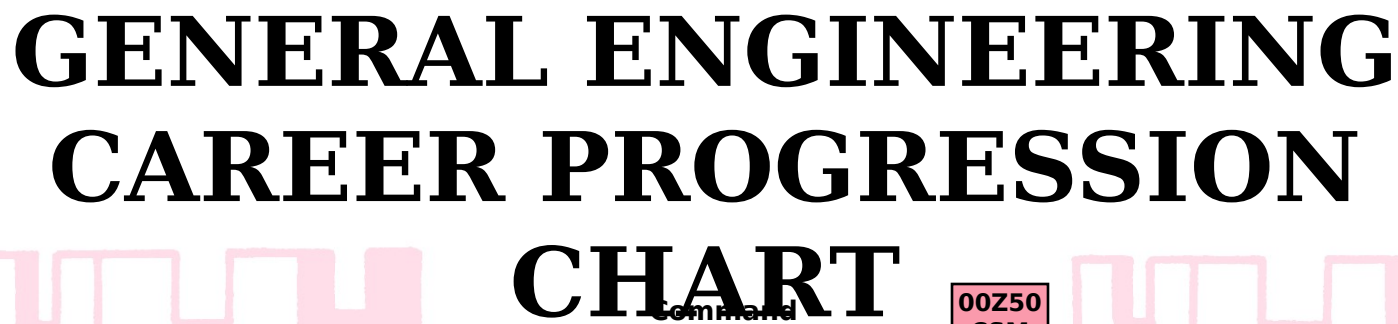
TOTAL

68



CMF 21 GENERAL ENGINEERING CHARACTERISTICS

- Contains 13 MOSs in 5 categories - Vertical Construction, Horizontal Construction, Fire Fighter, Prime Power, and Diver
- MOSs 21H, M, N, P, and T merge at the Master Sergeant Level into 21X.
- 21X General Engineering Supervisor and 21D Master Diving Supervisor merge at Sergeant Major into 21X5
- Great opportunities for key leadership positions: Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Fire Chief, Diving Supervisor, and Small Group Leader
- Wide variety of assignments - Drill Sergeant, Observer Controller, AC/RC, EO Advisor, IG, Career Manager, Instructor/Writer, and Military Science Instructor





GENERAL ENGINEERING TYPICAL CAREER PATTERNS



LEADERSHIP

Sqd Ldr
Sect Ldr
Diving Supervisor
Team Chief
Tech Eng NCO
SR Pwr Station
Mech STAFF
Opns Sgt
Construction Insp

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

Drill Sergeant
Instructor/Writer
Combat/Tng Developer
Recruiter
SGL



LEADERSHIP

PSG
SR Diving Supervisor
Fire Chief
SR Tech Eng NCO
Prime Power Supervisor

STAFF

Opns Sgt
Construction Inspector
Construction Opns Sgt

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

Career Manager
SR Tng Management
NCO
Diving Liaison
Combat/Tng Developer
Instructor/Writer
EO Advisor
SR Drill Sgt
Observer
Controller/Trainer



LEADERSHIP

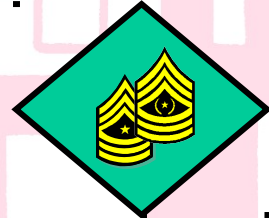
1SG
Power Station Sgt
Master Diver Supervisor

STAFF

Opns Sgt
Asst Opns Sgt
Construction Inspector
Construction Opns Sgt

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

SR Career Advisor
SR Career Manager
Chief Instr/Writer
SR Enlisted Eng BN Advisor
SR Tng/Dev/Writer
Chief Diving Supervisor



LEADERSHIP

BN CSM
BDE CSM
REGT CSM

STAFF

Proponency SGM
Opns SGM
DIR SGMs (USAES)

GENERAL ENGINEERING NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEERING

YEARS OF SVC	7-9	10-15	16-19	20-30
RANK	STAFF SERGEANT	SERGEANT FIRST CLASS	FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	CONST SQD LDR; RECON SGT CONST SECTION LDR; CONST OPS SGT; TECH ENGR NCO; FIRE TEAM CHIEF; SQD LEADER; FIRE INSPECTOR; SR POWER STATION MECH; SR POWER STATION ELEC	PLATOON SERGEANT DETACHMENT SERGEANT SR CONST SUPV FIRE CHIEF SR TECH ENGR NCO PRIME POWER NCO	FIRST SERGEANT MAINTENANCE SUPERVISOR POWER STATION SERGEANT OPERATIONS SERGEANT CONSTRUCTION INSPECTOR	SGM CSM
INSTITUTIONAL TRAINING	BNCOC	ANCOC		SMC/CSMC
RECOMMENDED NCOES-RELATED COURSES	<u>PRIOR TO BNCOC</u> Communication Skills Personnel Supervision Behavioral Science Math, Stress Management	<u>PRIOR TO ANCOC</u> Principles of Management Organizational Behavior Information Sys Mgt Technical Writing	<u>PRIOR TO SMC</u> Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES	BATTLE STAFF NCO COURSE			
		1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3 Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling	SKILL LEVEL 4 Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction; Computer Techniques for Bldg Tech; Structural Analysis		SKILL LEVEL 5 Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:			
	Carpentry; Electrical; Plumbing,; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying			
	By 10-14 Year of Service		By 15-18 Year of Service	
	AA/AS in: Engineering Technology; General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech		BA/BS in: Engineering Management; Business Management; Construction Engineering; Electrical Engineering; Civil Engineering; General Engineering; Engineering Technology; Oceanographic Technology	



MOS 21D DIVING SUPERVISOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major Duties. The diver supervises or performs underwater reconnaissance, demolition, repair, and salvage; Performs all duties and responsibilities of platoon sergeant in a light weight dive team; supervises operator through intermediate levels of maintenance on diving life support equipment; Serves as a qualified Master Diver for lightweight diving teams; Supervises diving operations for dives deeper than 100 feet salt water; Supervises recompression therapy for diving injuries and coordinates medical support; Prepares detailed plans and reports for complex diving operations; Supervises the use, training, and safety during demolitions missions; Assists the team leader during planning, scheduling, and execution of diving missions.

P5 MASTER FITNESS TRAINER
▪ SSG - SGM

2B AIR ASSAULT
▪ PVT - SGM

8P COMPETITIVE PARACHUTIST
▪ SGT - SFC

2S BATTLE STAFF OPERATIONS
▪ SSG - SGM

5 JUMPMaster
W ▪ SGT - SGM



MOS 21D DIVING SUPERVISOR: SPECIAL CONSIDERATION FOR SELECTION

- **Command Qualified Diving Supervisor:**
 - **A Command Qualified SSG must be a graduate of Army Common Core BNCOC and the Navy's Diver 1st Class Course.**
- **Diving Supervisor time should count the same as Squad Leader time for key leadership as a Staff Sergeant.**



MOS 21D DIVING SUPERVISOR

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

DIVING SUPERVISOR

CAREER ENHANCEMENT

INSTRUCTOR/WRITER

OPERATIONS SERGEANT

-

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

DRILL SERGEANT

RECRUITER



MOS 21D DIVING SUPERVISOR

MILITARY / CIVILIAN

EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity Course

Appropriate NCOES Level for a 21D SSG

- Common Core BNCOC
- Navy Diver 1st Class Course

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



11D ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

0 / 12 (0%)

LEADERSHIP

34 / 35 (97%)

KEY LEADERSHIP

DIVING SUPERVISOR

34

TOTALS

34



MOS 21H CONSTRUCTION ENGINEERING SUPERVISOR

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The construction engineering supervisor supervises construction, repair, and utility services of buildings, warehouses, fixed bridges, port facilities, and petroleum pipelines, tanks, and related equipment; Devises network flow diagrams such as the critical path method and coordinates work activities of supporting units; Provides supervision over all structural and utility construction projects; Inspects subordinate elements to ensure compliance with directives, construction drawings, and specifications; Plans and organizes for combat engineering missions.

ASIs

P5 MASTER FITNESS TRAINER
▪ SSG - SGM

2B AIR ASSAULT
▪ PVT - SGM

8P COMPETITIVE PARACHUTISTS
▪ SGT - SFC

2S BATTLE STAFF OPERATIONS
▪ SSG - SGM

**5
W** JUMPMaster
▪ SGT - SGM



MOS 21H CONSTRUCTION ENGINEERING SUPERVISOR

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

CONSTRUCTION SQUAD LEADER
CONSTRUCTION SECTION LEADER

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

OBSERVER CONTROLLER/TRAINER
NCOES SMALL GROUP LEADER
DRILL SERGEANT
RECRUITER

CAREER ENHANCEMENT

OPERATIONS SERGEANT
TRAINING
DEVELOPER/WRITER
CONSTRUCTION INSPECTOR
CONSTRUCTION OPERATIONS
SERGEANT
TRAINING
SYSTEMS/EVALUATIONS NCO
INSTRUCTOR/WRITER
AC/RC



MOS 21H CONSTRUCTION ENGINEERING SUPERVISOR MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



11H ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

LEADERSHIP

20 / 179 (11%)
181 (61%)

110 /

KEY LEADERSHIP

CONSTRUCTION SQUAD / SECTION LEADER 130

TOTAL 130



MOS 21M FIREFIGHTER

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS

Major duties (ASD). The firefighter supervises or performs firefighting, rescue, salvage and fire protection operations; Exercises command and control of firefighting operations during structural fires, aircraft crash incidents, vehicle emergencies, and natural cover fires; Provides command and control of emergency response during hazardous materials incidents; Conducts fire prevention operations to include determining building classification and installation level inspections; Develops plans for hazardous materials emergencies; Conducts initial fire-ground investigations.

P5 MASTER FITNESS TRAINER

▪ SSG - SGM

2B AIR ASSAULT

▪ PVT - SGM

2S BATTLE STAFF OPERATIONS

▪ SSG - SGM

5 JUMPMASTER

W ▪ SGT - SGM



MOS 21M FIREFIGHTER

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

STATION CHIEF

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

OBSERVER CONTROLLER/TRAINER

DRILL SERGEANT

NCOES SMALL GROUP LEADER

RECRUITER

CAREER ENHANCEMENT

FIRE INSPECTOR

INSTRUCTOR/WRITER



MOS 21M FIRE FIGHTER

MILITARY / CIVILIAN

EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

Appropriate NCOES Level **For a 21M SSG**

- Fire Inspector 1 and 2 Course
- Fire Officer 2 Course

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1M ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

18 / 57 (31.5%)

12 (91.6%)

LEADERSHIP

11 /

KEY LEADERSHIP

STATION CHIEF

29

TOTAL

29



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR

MAJOR DUTIES / ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The construction equipment supervisor supervises construction equipment, quarry, paving, and plant equipment operations, and crew maintenance of equipment; Devises critical path method diagrams and coordinates work activities of supporting units; Provides supervision over all engineer construction equipment operations; Develops and executes a quality control plan; Plans organizes and executes combat engineering missions.

ASIs

P5	<u>MASTER FITNESS TRAINER</u>	2S	<u>BATTLE STAFF OPERATION</u>	63	<u>WELL DRILLING</u>
	▪ SSG - SGM		▪ SSG - SGM		▪ SGT - SFC
2B	<u>AIR ASSAULT</u>	5W	<u>JUMPMaster</u>	C4	<u>CRANE OPERATOR</u>
	▪ PVT - SGM		▪ SGT - SGM		▪ PVT - SFC
8P	<u>COMPETITIVE PARACHUTIST</u>				
	▪ SGT - SFC				



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR

Key Leadership / Career Enhancement

Positions

KEY LEADERSHIP

SECTION SERGEANT

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

NCOES SMALL GROUP LEADER

OBSERVER CONTROLLER/TRAINER

DRILL SERGEANT

RECRUITER

CAREER ENHANCEMENT

AC/RC

TRAINING DEVELOPER/WRITER

TRAINING MANAGEMENT NCO

OPERATIONS SERGEANT

CONSTRUCTION FOREMAN

TRAINING SYSTEMS/EVALUATIONS NCO

INSTRUCTOR/WRITER

CONSTRUCTION EQUIPMENT SUPERVISOR



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



21N ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

LEADERSHIP

10 / 139 (7%)
133 / 204 (65%)

KEY LEADERSHIP

SECTION SERGEANT

143

TOTAL

143



MOS 21P PRIME POWER PRODUCTION SPECIALIST

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS

Major duties (ASIs) The prime power production specialist supervises the installation, operation and maintenance of prime power plants, consisting of prime power generator sets of 500 KW and higher and associated auxiliary systems, equipment, and Soldiers; Directs preparation of power plant equipment for movement, storage and installation; Determines and isolates complex malfunctions, utilizes diagnostic tests and troubleshooting techniques; Supervises assessments of electrical distribution systems and facilities; Performs QA/QC operations for electrical projects, equipment and contracting personnel throughout the theater of operations; Responsible for the technical inspection to determine faulty operation and maintenance practices; Determines repair/overhaul required, cost analysis and method of accomplishment for power plant equipment and associated systems; Serves as a Contracting Officer Technical Representative (COTR) responsible for the inspection, supervision and performance of contracted personnel and their work; Develops Scopes of Work, Independent Government Estimates (IGE), and Purchase Request and Contracting (PR&C) to initiate **ASIs** for construction assets at each operating base throughout theatre.

P5 MASTER FITNESS TRAINER

- SSG - SGM

2S BATTLE STAFF
OPERATIONS

- SSG - SGM

8P COMPETITIVE PARACHUTIST

- SGT - SFC

E5 INSTRUMENT
MAINT

- SGT - SFC

S2 MECH EQUIP MAINT

- SGT - SFC

2B AIR ASSAULT

- PVT - SGM

U4 POWER LINE DIST.

- SGT - SFC

5W JUMPMaster

- SGT - SGM

S3 ELEC EQUIP MAINT

- SGT - SFC



MOS 21P PRIME POWER PRODUCTION SPECIALIST : SPECIAL CONSIDERATION FOR SELECTION

- **NCOs serving as staff advisors to Coalition Task Forces, Combined Joint Task Forces, Special Operations (SOF) Task Forces or Corps of Engineer Regional Districts supervise and lead a mix of joint and interagency engineer personnel/assets.**
- **Squad Leader time should count the same as Senior Power Plant Operator time for leadership time as a Staff Sergeant.**
- **Platoon Sergeant time should count the same as Prime Power Supervisor time for leadership time as a Sergeant First Class.**



MOS 21P PRIME POWER PRODUCTION SPECIALIST

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

SR POWER PLANT OPERATOR

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

DRILL SERGEANT

OBSERVER CONTROLLER/TRAINER

NCOES SMALL GROUP LEADER

RECRUITER

CAREER ENHANCEMENT

TRAINING DEVELOPER/WRITER

OPERATIONS SERGEANT

ASSISTANT OPERATIONS
SERGEANT

INSTRUCTOR/WRITER



MOS 21P PRIME POWER PRODUCTION SPECIALIST MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1P ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

0 / 19 (0.%)

LEADERSHIP

36 / 62 (58%)

KEY LEADERSHIP

SR POWER PLANT OPERATOR

36

TOTAL

36



MOS 21T TECHNICAL ENGINEERING SPECIALIST

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The technical engineer supervises or participates in construction site development to include technical investigation, surveying, drafting, development of construction plans and specifications and performing quality control inspections; Plans, directs, inspects, and performs technical site development activities; Supervises duties performed by subordinate personnel.

ASIs

P5 MASTER FITNESS TRAINER

▪ SSG - SGM

2B AIR ASSAULT

▪ PVT - SGM

8P COMPETITIVE PARACHUTIST

▪ SGT - SFC

2S BATTLE STAFF OPERATIONS

▪ SSG - SGM

5W JUMPMaster

▪ SGT - SGM



MOS 21T TECHNICAL ENGINEER

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

TECHNICAL ENGINEERING NCO

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

DRILL SERGEANT

NCOES SMALL GROUP LEADER

RECRUITER

OBSERVER CONTROLLER/TRAINER

CAREER ENHANCEMENT

TRAINING DEVELOPER/WRITER

TRAINING MANAGEMENT NCO

RECONNAISSANCE SERGEANT

INSTRUCTOR/WRITER



MOS 21T TECHNICAL ENGINEERING SPECIALIST MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity Course

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



21T ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS /TOE

0 / 10 (0%)

LEADERSHIP

15 / 49 (30%)

KEY LEADERSHIP

TECHNICAL ENGINEER NCO

15

TOTAL

15



MOS 21V CONCRETE and ASPHALT EQUIPMENT OPERATOR

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The Concrete and Asphalt Equipment operator supervises or operates all equipment used in concrete and asphalt production and paving; Directs employment of concrete mobile mixer; Plans and directs layout and erection of asphalt plant; Supervises production of hot mix asphalt; Directs asphalt laydown and rolling operations; Directs combat engineering missions.

ASIs

P5 MASTER FITNESS TRAINER
▪ SSG - SGM

2B AIR ASSAULT
▪ PVT - SGM

8P COMPETITIVE PARACHUTISTS
▪ SGT - SFC

2S BATTLE STAFF OPERATIONS
▪ SSG - SGM

5 JUMPMaster
W ▪ SGT - SGM



MOS 21V CONCRETE and ASPHALT EQUIPMENT

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

PAVING OPERATIONS SUPERVISOR

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

RECRUITER

DRILL SERGEANT

CAREER ENHANCEMENT

TRAINING

DEVELOPER/WRITER

INSTRUCTOR/ WRITER



MOS 21V CONCRETE AND ASPHALT EQUIPMENT OPERATOR MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



21V ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

0 / 13 (0%)

LEADERSHIP

8 / 8 (100%)

KEY LEADERSHIP

PAVING OPERATIONS SUPERVISOR 8

TOTAL 8

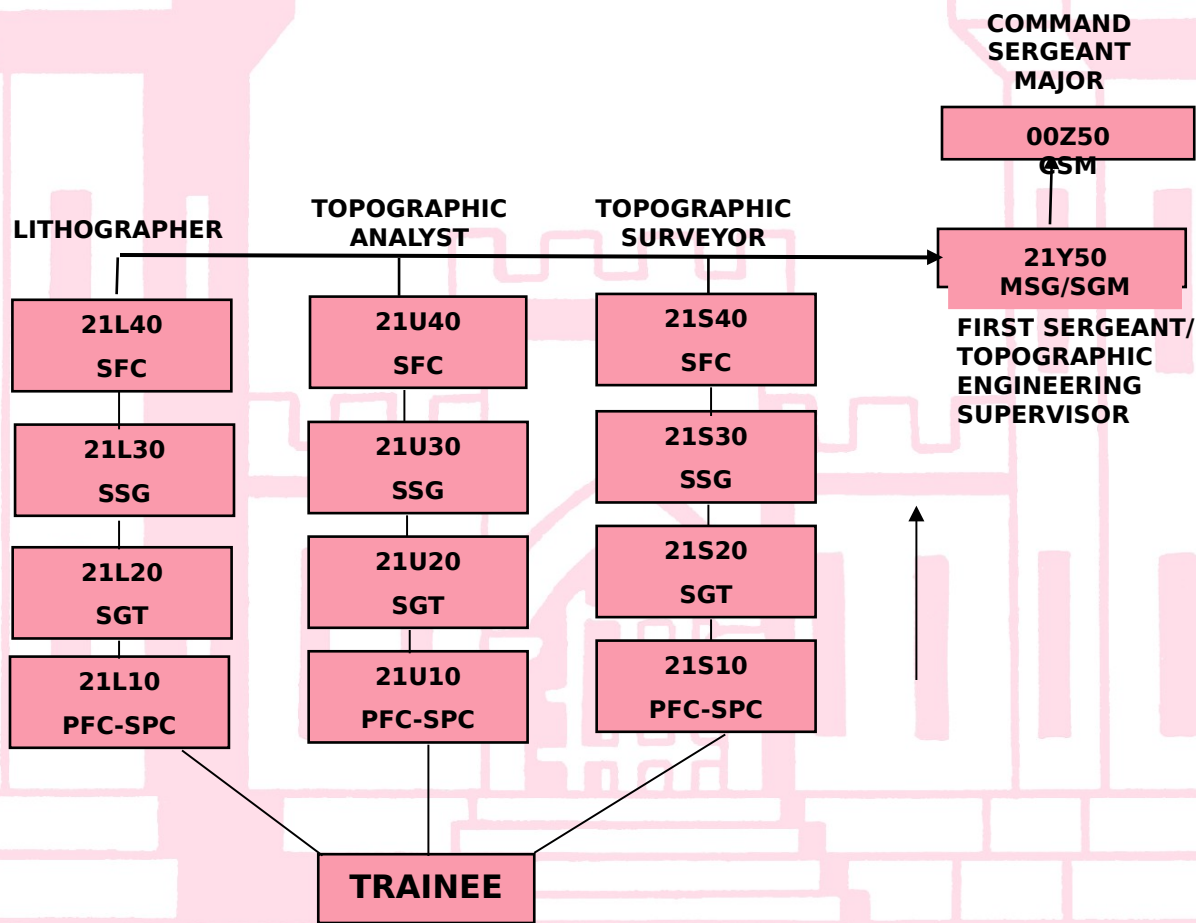


TOPOGRAPHIC ENGINEERING CHARACTERISTICS

- Consists of 4 MOSs-21L Lithographer, 21U Topographic Analyst, 21S Topographic Surveyor, and 21Y Topographic Engineering Supervisor
- MOSs 21L, 21U, and 21S merge at the Master Sergeant level into MOS 21Y
- Opportunities for key leadership positions - Squad Leader, Section Leader, Platoon Sergeant, Detachment Sergeant, First Sergeant
- Wide variety of assignments - Drill Sergeant, Small Group Leader, Instructor/Writer, Career Manager, Psychological Dissemination Company, Echelons Above Corps
Topographic Engineer Company, Division Terrain Analysis Detachments

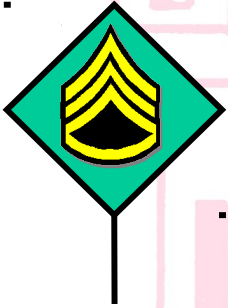


TOPOGRAPHIC ENGINEERING CAREER PROGRESSION CHART





TOPOGRAPHIC ENGINEERING TYPICAL CAREER PATTERNS



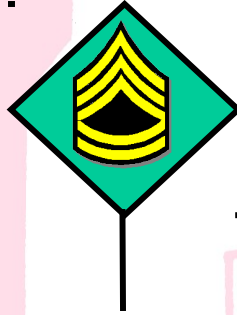
LEADERSHIP

Sqd Ldr
Sect Ldr

STAFF

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

Drill Sgt
Instr/Writer
Combat/Tng
Developer
Recruiter
SGL



LEADERSHIP

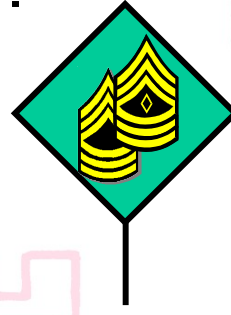
PSG
Sect Ldr
Detachment Sgt

STAFF

Topographic Opns Sgt

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

Recruiter
Career Advisor
Instr/Writer
Drill Sgt



LEADERSHIP

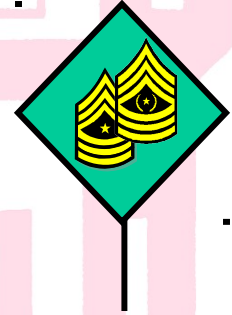
1SG

STAFF

Topographic Opns Sgt
Topographic Intel Sgt

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

Chief Instr/Writer
SR Career Manager
SR Combat Developer



LEADERSHIP

BN CSM
BDE CSM
REGT CSM

STAFF

Opns SGM
School SGM

TOPOGRAPHIC ENGINEERING NCO CAREER DEVELOPMENT MODEL				
TITLE OF CAREER MANAGEMENT FIELD: TOPOGRAPHIC ENGINEERING				
YEARS OF SVC	7-9	10-15	16-19	20-30
RANK	STAFF SERGEANT	SERGEANT FIRST CLASS	FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER SECTION LEADER INTELLIGENCE SERGEANT OPERATIONS SERGEANT SENIOR TOPOGRAPHIC ANALYST DRILL SERGEANT	PLATOON SERGEANT DETACHMENT SERGEANT LITHOGRAPH OPERATIONS SERGEANT SENIOR TOPOGRAPHIC SERGEANT SENIOR TOPOGRAPHIC SURVEY SERGEANT	FIRST SERGEANT TOPOGRAPHIC INTELLIGENCE SERGEANT TOPOGRAPHIC OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC	ANCOC		SMC/CSMC
RECOMMENDED NCOES-RELATED COURSES	<u>PRIOR TO BNCOC</u> Communication Skills Information Mgt System Speech	<u>PRIOR TO ANCOC</u> Principles of Management, Organizational Behavior, Technical Writing, Behavioral Science, Technical Math (82D)	<u>PRIOR TO SMC</u> Research Techniques (Statistics) Human Resource Management	
RECOMMENDED READING LEVEL	10	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES	BATTLE STAFF NCO COURSE			
		1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3	SKILL LEVEL 4		SKILL LEVEL 5
	Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)	Research Techniques Statistics Human Resource Management		Research Techniques (Statistics) Human Resource Management
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN: Surveying; Photolithography; Printing; Cartography; Environmental Analysis			
	By 10-14 Year of Service		By 15-18 Year of Service	
	AA/AS in: Engineering Technology; General Studies		BA/BS in: Computer Science; Physical Science; Field Management	



MOS 21L LITHOGRAPHER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major duties (ASD): The lithographer operates and performs operator maintenance on offset duplicators/presses, plate making and various types of bindery and film processing equipment; Supervises and performs all printing and binding, layout, and plate making activities; Supervises preparation of transportable/mobile and modular print system organization for operations and movement; Prepares field operations layout for transportable/mobile organization; Supervises preventive maintenance schedules for photo-lithographic equipment.

ASIs

P5 MASTER FITNESS TRAINER

▪ **SSG - SGM**

2S BATTLE STAFF OPERATIONS

▪ **SSG - SGM**

2B AIR ASSAULT

▪ **PVT - SGM**

J6 REPRODUCTION EQUIPMENT
REPAIR

▪ **PVT - SFC**

5 JUMPMASTER

W ▪ **SGT - SGM**

8P COMPETITIVE PARACHUTIST

▪ **SGT - SFC**



MOS 21L LITHOGRAPHER

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

SQUAD LEADER
SECTION LEADER

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

OBSERVER CONTROLLER/TRAINER
DRILL SERGEANT
NCOES SMALL GROUP LEADER
RECRUITER

CAREER ENHANCEMENT

LITHOGRAPHIC OPERATIONS SERGEANT
INSTRUCTOR/WRITER



MOS 21L LITHOGRAPHER

MILITARY / CIVILIAN

EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity Course

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



21L ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

0 / 18 (0%)

LEADERSHIP

18 / 18 (100%)

KEY LEADERSHIP

SQUAD LEADER / SECTION LEADER 18

TOTALS 18



MOS 21S TOPOGRAPHIC SURVEYOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major duties (ASI) The topographic surveyor supervises or conducts surveys to provide control data for map making, artillery and aviation support and supervises or performs topographic or geodetic computations; plans and approves topographic surveys; Supervises reconnaissance duties and reconnoiters survey sites to determine special requirements of obstacles encountered; Plans and arranges logistical support for topographic survey activities; Plans and organizes work activities; Coordinates surveying and computing activities; Supervises field survey activities in support of task and mission requirements; Determines composition and operations procedures of topographic survey parties; Performs quality checks on survey data; Collects available charts, maps, control lists, aerial photographs, and other topographic data necessary to maintain a deployable database; Disseminates survey data; Performs as technical authority in all survey matters.

P5 MASTER FITNESS TRAINER

▪ SSG - SGM

2S BATTLE STAFF OPERATIONS

▪ SSG - SGM

2B AIR ASSAULT

▪ PVT - SGM

5 JUMPMaster

W ▪ SSG - SGM



IOS 21S TOPOGRAPHIC SURVEYOR

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

SQUAD LEADER

PROPONENT/ARMY-WIDE

CHALLENGING POSITIONS

OBSERVER CONTROLLER/TRAINER

DRILL SERGEANT

NCOES SMALL GROUP LEADER

RECRUITER

CAREER ENHANCEMENT

INSTRUCTOR/WRITER

TRAINING DEVELOPER/WRITER



MOS 21S TOPOGRAPHIC SURVEYOR

MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity Course

CIVILIAN EDUCATION

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2021S ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

0 / 5 (0%)

LEADERSHIP

7 / 7 (100%)

KEY LEADERSHIP

SQUAD LEADER

7

TOTALS

7



MOS 21U TOPOGRAPHIC ANALYST

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties: The topographic analyst supervises and/or performs terrain analysis duties in support of the Maneuver Commander; Collects and processes military geographic information from remote sensed imagery, digital data, intelligence data, existing topographic products and other collateral data sources; Edits cartographic and terrain analysis products; Advises command and staff officers on topographic operations and special map product planning; Perform duties of preceding skill level; Supervises junior grade Soldiers and provides technical guidance to Soldiers in the accomplishment of their duties; Supervises topographic analysis activities at all levels; Coordinates and validates collection requirements; Supervises quality assurance program for all topographic operations; Plans and coordinates activities pertaining to the organization, training and the tactical and technical operation of the assigned unit; Directs preparation for movement and operation of mobile/transportable work sections; Advises command and staff officers on all aspects of topographic operations and doctrine; Coordinates the planning and production of military geographic information; Supervises preparation of transportable/mobile work sections; intelligence products into special map products.

P5 MASTER FITNESS TRAINER

▪ SSG - SGM

2B AIR ASSAULT

▪ PVT - SGM

2S BATTLE STAFF OPERATIONS

▪ SSG - SGM

5 JUMPMaster

W ▪ SGT - SGM



MOS 21U TOPOGRAPHIC ANALYST

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

SQUAD LEADER
SECTION LEADER

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

OBSERVER CONTROLLER/TRAINER
DRILL SERGEANT
NCOES SMALL GROUP LEADER
RECRUITER

CAREER ENHANCEMENT

SENIOR TOPOGRAPHIC ANALYST
INSTRUCTOR/WRITER
TRAINING DEVELOPER/WRITER



MOS 21U TOPOGRAPHIC ANALYST

MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity Course

CIVILIAN EDUCATION

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L1U ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

0 / 37 (0%)

LEADERSHIP

27 / 54 (50%)

KEY LEADERSHIP

SQUAD LEADER / SECTION LEADER
27

TOTAL 27



ENGINEER REGIMENT AWARDS

The Sturgis Medal Named in honor of LTG Samuel D. Sturgis, a former Chief of Engineers, the medal is awarded annually to an enlisted engineer Soldier in recognition of outstanding contributions to military engineering by demonstrated technical and leadership ability.

(1) Emphasis is placed strictly on contributions to military engineering, which include troop or contract construction, maintenance, facilities engineering, combat engineering training, management and supervision of engineer activities, and other engineer support.

(2) The competition for this highly coveted award involves all engineer Soldiers from CMF 21. All Major Commands participate annually in this engineer event, but only the very finest Engineer Regiment Soldiers are selected for this prestigious award.

The de Fleury Medal Named in honor of Francois Louis Tesseidre de Fleury, a former French Engineer Officer who was appointed a Captain of Engineers by the Continental Congress is awarded at three levels, bronze, silver, and gold. The bronze and silver medals are awarded to individuals who have rendered significant service or support to an element of or the entire Engineer Regiment respectively. The gold medal is awarded to only one individual annually who exemplifies boldness, courage and commitment to a strong national defense.

Army Combat Engineer Sergeant Award (ACES) (MOS 21B & 21C) This award is given annually to the best Combat Engineer Squad Leader in each battalion.



CMF 21 ENGINEER PROMOTION POTENTIAL INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED
FOR SELECTION FOR SERGEANT FIRST CLASS:

- **ASSIGNMENTS SHOULD BE:**
 - DIVERSE IN BOTH TOE/TDA ASSIGNMENTS
 - KEY LEADERSHIP 24 - 36 MONTHS
 - SUCCESSFUL (CONSISTENTLY DEMONSTRATED STRONG PERFORMANCE)
 - BACK TO BACK TDA ASSIGNMENTS ARE DISCOURAGED
(EXCEPT DRILL SERGEANT AND TDA LEADERSHIP ASSIGNMENTS)
- **MUST NOT DEVIATE FROM ARMY STANDARDS OF:**
 - LOYALTY, DUTY, RESPECT, SELFLESS SERVICE, HONOR, INTEGRITY & PERSONAL COURAGE
 - PHYSICAL & MENTAL READINESS
- **TECHNICALLY AND TACTICALLY PROFICIENT**
 - DEMONSTRATED SUCCESSFUL PERFORMANCE IN ALL ASSIGNED POSITIONS
- **DEMONSTRATED INITIATIVE & SELF DEVELOPMENT**
 - DA/LOCAL SCHOOLS (HONOR GRADUATE/EXCEEDED COURSE STANDARDS)
 - CORRESPONDENCE COURSES (ACCP)
 - CIVILIAN EDUCATION
 - OTHER ACHIEVEMENTS (I.E. LEADERSHIP AWARDEES)
- **RATER/SENIOR RATER EVALUATION**
 - PERFORMANCE TRENDS (SUCCESS TO EXCELLENCE)
 - LISTED INCREASED POTENTIAL (PROMOTION, SCHOOLING, ASSIGNMENTS)



PROPONENT POC

SGM Ricardo Morales

Engineer Personnel Proponency SGM

US ARMY ENGINEER SCHOOL

ENGINEER PERSONNEL PROPONENCY OFFICE

ATTN: ATSE-E

464 MANSCEN LOOP STE 3623

FORT LEONARD WOOD, MO 65473

DSN:676-7232

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Email @ ricardo.morales2@us.army.mil